



Challenges Assessment Worksheet

Issue	Severity of Issue	Notes on Likely/Possible Causes	Solutions to Consider
Lack of candidates	<input type="checkbox"/> Not present <input type="checkbox"/> Mild <input type="checkbox"/> Moderate <input type="checkbox"/> Severe		<input type="checkbox"/> Adjust job descriptions <input type="checkbox"/> Simplify application process <input type="checkbox"/> Build awareness <input type="checkbox"/> Consider internships <input type="checkbox"/> Make jobs more appealing <input type="checkbox"/> Other:
Wrong candidates	<input type="checkbox"/> Not present <input type="checkbox"/> Mild <input type="checkbox"/> Moderate <input type="checkbox"/> Severe		<input type="checkbox"/> Reimagine educational requirements <input type="checkbox"/> Consider customized training <input type="checkbox"/> Consider apprenticeship <input type="checkbox"/> Other:
Background check blues	<input type="checkbox"/> Not present <input type="checkbox"/> Mild <input type="checkbox"/> Moderate <input type="checkbox"/> Severe		<input type="checkbox"/> Adjust policies <input type="checkbox"/> Take a more individualized approach <input type="checkbox"/> Define policies clearly <input type="checkbox"/> Other:
Process issues	<input type="checkbox"/> Not present <input type="checkbox"/> Mild <input type="checkbox"/> Moderate <input type="checkbox"/> Severe		<input type="checkbox"/> Await mitigating tradeoffs <input type="checkbox"/> Employ persistence <input type="checkbox"/> Invest in success <input type="checkbox"/> Other:
Lack of career readiness	<input type="checkbox"/> Not present <input type="checkbox"/> Mild <input type="checkbox"/> Moderate <input type="checkbox"/> Severe		<input type="checkbox"/> Collaborate with partner on solutions <input type="checkbox"/> Conduct DEI check <input type="checkbox"/> Provide coaching <input type="checkbox"/> Add learning opportunities <input type="checkbox"/> Other:
Attendance issues	<input type="checkbox"/> Not present <input type="checkbox"/> Mild <input type="checkbox"/> Moderate <input type="checkbox"/> Severe		<input type="checkbox"/> Provide transportation support <input type="checkbox"/> Offer wraparound support services <input type="checkbox"/> Offer success coaching <input type="checkbox"/> Seek outside resources <input type="checkbox"/> Other:
High turnover	<input type="checkbox"/> Not present <input type="checkbox"/> Mild <input type="checkbox"/> Moderate <input type="checkbox"/> Severe		<input type="checkbox"/> Clarify expectations <input type="checkbox"/> Foster a welcoming workplace <input type="checkbox"/> Other:
Partner not working out	<input type="checkbox"/> Not present <input type="checkbox"/> Mild <input type="checkbox"/> Moderate <input type="checkbox"/> Severe		<input type="checkbox"/> Collaborate for improvement <input type="checkbox"/> Make a change <input type="checkbox"/> Other:

